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Denali Training Fund Final Report

Funds for this project are provided by the USDOL and the Denali Commission and managed,
in partnership, by the Alaska Department of Labor and Workforce Development.

Name of Organization: Cape Fox Heritage Foundation	
Name of Project: Denali Training Fund Grant File No. 7-206	
Reporting Period: Final	
Contact Person: David Landis	
Contact Number: 907-225-5163 Email Address: dlandis@capefoxheritage.org	
Award Year: 2006	Award Number: 7-206
Original Amount Awarded: \$1,000,000	Final Expenditures: \$1,000,000
Certification: I certify that the information in this report is current, correct and true and in accordance with the terms and conditions of the agreement.	
Signed by:  DAVID LANDIS Dated 9-24-2008	

1. A. In a few sentences, please describe the initial scope of your project.

The Cape Fox Heritage Foundation's concept was to develop a pool of potential employees from southern southeast Alaska to work in a Saxman-based, regional Multi-Use Technology Training Center.

We have sought out private partner companies who have created jobs and trained workers in our leased facility and with our purchased equipment. A permanent facility has been designed and is now under construction.

Intensive case management of employees who are being trained on-the-job is emphasized in this model, including guidance through a progression of skill levels and steps on individualized career ladders.

B. Did you modify the scope or the budget at any time during this project? If so, please explain.

The budget was modified to reflect the increased need for the case management aspects of the program rather than the capital equipment needs, which were primarily funded internally. This slight change in the budget did not result in a change of scope, however.

2. A. How many people did your original proposal intend to train?

2006: 5 Administrative.

2007: 10 Trainees

2008: 30 Trainees

B. How many people did you ultimately train? Please attach a final list of participants, their community, certification and where they are employed.

2006: 5 Administrative

2007: 11 Trainees

2008: 11 Trainees, additional TBA

C. If there is a variance between original and final, please explain.

The Technology Training facility was originally planned to be constructed in tandem with the Training grant period. For a variety of reasons, (construction price increases, an unsuccessful first round of bidding, Cape Fox investment portfolio downturn with the market, credit unavailability) the facility construction was not started until September 2008. Since the Training expansion to 30 jobs is dependent on having a larger facility, we have not been able to take on larger contracts to this point. Negotiations for additional space to lease in the interim are ongoing.

<i>Community where trainee lives</i>	<i>Type of Training Service</i>	<i>Type of Certification to be earned/learned</i>	<i>Dates of training</i>	<i>Graduation Date</i>	<i>Employment commitment after training is complete</i>
<i>Huntsville, Alabama</i>	<i>Electronics</i>	<i>ISO 9001, ANSI-J</i>	<i>01-07-06 - present</i>	<i>Ongoing OJT</i>	<i>MITI or NLCF, LLC, Ketchikan Alaska (current employment SESI, Hunstville)</i>
<i>Saxman, Alaska</i>	<i>GIS/GPS</i>	<i>UAS-SE Certificate(s)</i>	<i>01-03-07-present</i>	<i>Ongoing OJT</i>	<i>Cape Fox Lands, (Borough)</i>
<i>Ketchikan, Alaska</i>	<i>GIS/GPS</i>	<i>UAS-SE Certificate(s)</i>	<i>01-03-07-present</i>	<i>Ongoing OJT</i>	<i>Cape Fox Lands, (Borough)</i>
<i>Saxman, Alaska</i>	<i>Doc. Mgmt.</i>	<i>Possible</i>	<i>05-01-07-present</i>	<i>Ongoing OJT</i>	<i>GIC Management</i>
<i>Saxman, Alaska</i>	<i>Doc. Mgmt.</i>	<i>Possible</i>	<i>05-01-07-present</i>	<i>Ongoing OJT</i>	<i>GIC Management</i>

Saxman, Alaska	Doc. Mgmt.	Possible	05-01-07-present	Ongoing OJT	GIC Management
Saxman, Alaska	Doc. Mgmt.	Possible	08-01-07-present	08-01-08	MPF, LLC
Ketchikan, Alaska	Doc. Mgmt.	Possible	08-01-07-present	08-01-08	MPF, LLC
Saxman, Alaska	Doc. Mgmt.	Possible	11-15-07-present	Ongoing OJT	None yet, employed while training
Ketchikan, Alaska	Doc. Mgmt.	Possible	11-15-07-present	Ongoing OJT	None yet, employed while training
Ketchikan, Alaska	Doc. Mgmt.	Possible	03-01-08	Ongoing OJT	None yet, employed while training

3. Please tell us about lesson(s) learned during this project.

The concept of intensive case management has been demonstrated in this project and found to be effective. The continued participation of trainees and their increasing skill levels are proof-of-concept in these industries, as an example. A more difficult challenge has been fulfilling the goal of "following" trainees as they move between industries or between jobs within an industry. The case management process becomes more difficult according to how many times a trainee moves between jobs. The most significant lesson learned, though, surrounds the marketing of this concept to partner businesses who will agree to the constraints of employing trainee workers. This challenge increases or decreases according to the proximity of the partner business, which is no surprise when we are trying to recruit a federal contractor's business from Alabama to Alaska. This fact, though, reinforces the need to offer attractive lease rates for facilities and equipment in order that federal contracting companies can make a solid business case for locating work in Alaska.

4. Please provide a minimum of one success story for this project.

The Cape Fox Heritage Foundation's Technology Training Center Program addresses impacts of the Southeast Alaska region's transitional economy in two ways: Constructing a training facility provides and real-life production platform for technology-centered jobs, particularly federal contracting work that Alaska Native Corporations are getting through the 8(a) programs; and by training a local workforce to perform these jobs. The CFHF training program has two key components: case management and career ladders. As a Success Story, CFHF employee Linda Williams's experience highlights both of these elements. Linda stated out in the CFHF Document Management Center as a trainee, scanning and shredding

documents - this is entry-level work that she quickly mastered. Through interaction with her Case Manager, Linda progressed to data entry of digital archive information, and then on to database manipulation and finally, construction of databases. When an opening for a staff position in the program became available, Linda had proven herself capable of not only the technical aspects of digital archiving, but she demonstrated natural ability to lead other trainees - which again, through the case management process, resulted in a full-time year-around job for this single mother. This Success Story was made possible through intensive case management - which is ongoing - and the commitment to leading trainees along a "path" of career progression.

Linda Williams writes: "Having worked in a variety of jobs, ranging from Environmental Protection to the visitors industry then to preschool, I have found a future career opportunity in my present job with digital archiving. This job has combined almost all of my interests into one profession. I have the opportunity to work with a variety of people, training them, watching them succeed at different levels while working with computers, organizing a large variety of files and still continue my education for prospects of future growth within my current job."

5. Please attach a few photos with descriptive captions.



Linda Williams (seated) demonstrating the functions of the ViewWise database to a group of Document Management Center visitors.



Robert DeWitt (Left) and Ron Trout field-check the mapping coordinates for a GIS land/infrastructure survey project